

**REGULAR MEETING  
GOVERNMENTAL AFFAIRS COMMITTEE  
NOVEMBER 2, 2006 – 8:30 A.M.  
TRIBAL OFFICE BOARDROOM**

**1. Call to Order & Roll Call:** Chairperson AnnMarie Johnson called the meeting to order at 8:38 a.m. Roll call was taken. Members present: Laurie Boivin, Jeremy Weso, Kathy Kaquatosh, Neil Elgin and Ben Kaquatosh. Members absent: Jamie Loudbear-Wayka. A quorum was present. Also present: Linda Beversdorf.

**2. Moment of Silence:** A moment of silence was observed.

**3. Approval of minutes: October 5, 2006:**

**Motion made by Laurie Boivin to approve the minutes of October 5, 2006. Second was made by Ben Kaquatosh. All those in favor signify by saying aye. Motion carried: 5 for, 0 opposed, 0 abstentions and 1 absent (Loudbear-Wayka).**

**4. Reporting Improper Activities and Protection against Retaliation Policy:**

Linda Beversdorf-Internal Auditor needs clarification on how this policy should be handled. There was a Menominee Tribal Legislature motion that stated the policy should be taken out of the internal audit department and referred it to the management team until the Governmental Affairs Committee comes back with recommendations as to revising the document.

At the time, the previous Internal Auditor could not keep up with the complaints that came into the office therefore; she brought her request to the Legislature to have this duty removed from her office. By motion, the Legislature sent the processing of the forms to the Management Team.

There are three types of grievances: the employee, the customer complaint/dissatisfaction, and illegal activities. Informally, the Management team has made the adjustments in order to act on themselves or send the form to the Internal Audit Department.

There is a written process at the Clinic and at the TANF Program that clearly defines what a grievance is and what improper activities are. Clinic staff has 90 days to route and answer the complaints/grievances. If these policies can be rewritten, we could send the complaint back to the Director and the Director's supervisor. Also, the form can not ask "What remedy are you asking for"?

The Management Team along with the internal auditor will rewrite this policy and bring it back to the Committee in thirty (30) days for review and recommendations.

**5. 12 hour educational leave**

The payroll department would like the Committee to consider 8 or 16 hours educational leave as this would be easier to track both exempt and non-exempt employees. The Committee agreed that 16 hours would be easier for tracking and a title of Community participation leave would be given to these extra hours.

Community participation leave should go beyond the parents. There are many grandparents that are actively involved in their grandchildren's lives. The amount of time should be 16 hours for easier tracking. The Committee will need to firm up the language for this action item.

Ben Kaquatosh will make the changes and incorporate this action item into the policies and procedures.

**6. Ordinance 03-17 Debt Collection:**

In July, the Loan Fund sent out about 500 letters informing delinquent clients that if the loan was not paid to date, then there would be an intercept. The loan fund should sit down with the individuals while they are signing their paperwork so that they know if they fall behind, their per capita or stumpage payments will be intercepted. The letters should cite the Debt Collector Ordinance.

The age of the debts is another item. All departments that have a cash handling policy should also have a statute of limitations. The Committee also questioned as to the length of time or statute of limitations on any debt owed to the Tribe.

Also, if the balance that was owed is less than the payment, the only amount that should have been withheld was the amount owed. The Committee will put request to amend the ordinance to reflect these changes. AnnMarie Johnson will contact John Wilhelmi for assistance in amending the ordinance and will bring this back to the Committee for further recommendations.

**7. Ordinance #82-10:**

An employee of MTE (Menominee Tribal Enterprises) had been advised that 82-10 was being amended so that the bumping policy could not be implemented anymore at the Mill. Our current hiring policy fails to conform to Indian preference; therefore, it does not comply with HUD regulations. There is no special section for veterans. Ben Kaquatosh informed the Committee that when you have state or federal monies involved it has to be Indian preference. If it is only tribal dollars, then we can state Menominee preference. AnnMarie Johnson will contact John Wilhelmi for assistance with the amendment recommendations and will bring this back to the Committee for further recommendations.

Once this document is ready, the Committee will hold a special meeting to bring all the entities along with their human resource people together to review the document for recommendations before it is brought to the Legislature for amendment.

**8. Other Business:**

Net Use Revenue Plan- the Net Use Revenue Plan was adopted by motion and not by resolution. Right now the Federal Government is taking comments and once this period is over, we will need to update our current plan. The Committee would like Legislative Staff to research this item and report back to the committee with the draft resolution and other materials that were used during this time.

**9. Adjournment:**

**Motion made by Laurie Boivin/Jeremy Weso to adjourn the meeting.**

Meeting adjourned at 10:03 a.m.

Respectfully submitted by,

Linda Peters, Recorder  
Legislative Staff